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Document.	008	Equality & Diversity Policy	
Revision	04	Approved By Katy Taylor	Approval Date 25/09/23

Scope

This policy applies to all provision for early years aged children, and also – where appropriate – to before and after school provision and walking bus provided by Duchy Pre-school and Playgroup for primary school aged children attending The Duchy School in Bowley Meadow.

Statement of intent

The Duchy Pre-school & Playgroup is committed to providing equality of opportunity and anti-discriminatory practice for all children and families.

Aim

We aim to:

- provide a secure environment in which all our children can flourish and in which all contributions are valued.
- include and value the contribution of all families to our understanding of equality and diversity.
- provide positive non-stereotyping information about different ethnic groups and people with disabilities.
- improve our knowledge and understanding of issues of equality and diversity; and
- make inclusion a thread which runs through all of the activities of the Pre-school/Playgroup.

The legal framework for this policy is:

- Race Relations Act 1965
- Race Relations Amendment Act 2000; Amendment 2010
- Sex Discrimination Act 1986; Amendments 2008
- Children Act 1989; Amendments 2004
- Special Educational Needs and Disability Act 2001.
- The Employment Equality (Age) regulations 2006
- The Equality Act 2010

Methods

Admissions

The Duchy Pre-school & Playgroup is open to all members of the community.

- We advertise our service widely.
- We reflect the diversity of members of our society in our publicity and promotional materials.
- We provide information in clear, concise language, whether in spoken or written form.
- We provide information in as many languages as is necessary, based on the ethnic origins of families at any one time.

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- We base our admissions policy on a fair system.
- We do not discriminate against a child with a disability or refuse a child entry to our Pre-school/Playgroup because of any disability.
- We have wheelchair access to the building and accessible toilet facilities.
- We ensure that all parents are made aware of our equal opportunities policy.
- We develop an health care plan to ensure that people with disabilities can participate successfully in the services offered by the setting and in the curriculum offered.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Criminal Records Bureau. This ensures fairness in the selection process.
- All job descriptions include a commitment to equality and diversity as part of their specifications.
- We monitor our application process to ensure that it is fair and accessible.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop practices which enable all children to flourish.
- We review our practices to ensure that we are fully implementing our policy for equality and diversity.

Curriculum

The curriculum offered in the setting encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- making children feel valued and good about themselves.
- ensuring that children have equality of access to learning.
- ensuring equipment and activities are appropriate for both genders and take account of children's ages and stages of development,
- reflecting the widest possible range of communities in the choice of resources.
- avoiding stereotypes or derogatory images in the selection of materials.
- celebrating a wide range of festivals.
- creating an environment of mutual respect and tolerance.
- helping children to understand that discriminatory behaviour and remarks are unacceptable.
- ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities; and
- ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning.

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Valuing Diversity in Families

- We welcome the diversity of family life and work with all families.
- We encourage children to contribute stories of their everyday life into the setting.
- We encourage parents/carers to take part in the life of the Duchy Pre-school & Playgroup and to contribute fully.
- For families who have a first language other than English, we value the contribution their culture and language offer.

Food

We work in partnership with parents to ensure that the medical, cultural, and dietary needs of children are met.

We help children to learn about a range of food, cultural approaches to mealtimes and eating and to respect the differences among them.

Meetings

New Committee members are welcomed and encouraged to be involved in the running of the group. Meetings are arranged to ensure that all families who wish to may be involved in the running of the setting.

Information about meetings is communicated in a variety of ways - written, verbal and in translation - to ensure that all parents have information about access to the meetings.

The AGM will be publicised and interested parties such as parents, carers and members of the Community will be welcomed.

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Responsibility for periodic review	Personnel Sub-committee
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Document History

Rev	Changes	Date	Approval
00	Previous changes incorporated for AGM	17/05/10	AGM
01	Reviewed for AGM	15/11/11	AGM
02	Addition of scope statement	02/01/14	PNW
	Reviewed	22/05/19	Lis Presland
	Reviewed	01/01/20	NL
	Reviewed	14/07/21	NL
03	Reviewed and amended dates to update the acts	30/09/22	NL
04	Included The Employment Equality (Age) regulations 2006	25/09/23	KT

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